



NJIT Return to Campus Phasing Plan

1 message

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NJIT Community Members,

On March 8, 2021, [NJIT announced](#) we are planning for a fall 2021 semester that returns us to face-to-face instruction, occupied residence halls, in-person activities, fully functioning research labs, and buildings and other facilities operating at normal capacity. In order to provide a welcoming environment and the services necessary to support current and future students while re-creating the vibrant campus that we all recall, a phased return to campus plan will be carried out. Currently, the minimum expectation is for 25% of an individual's time to be spent in-person on campus, although many departments have exceeded that minimum for some time. The Pandemic Recovery Steering Committee recognizes the need to bring people back gradually, with adequate notice, so the approach will be incremental. This phasing plan will become the framework for the vice presidents and their respective teams to adjust the existing divisional pandemic recovery plans to achieve our back-to-campus goal.

After reviewing feedback from its subcommittees and additional information, the Pandemic Recovery Steering Committee has established the following guidelines for minimum expected presence on campus:

- 50% (5 days within each 2 week period) beginning Monday, May 31, 2021
- 70% (7 days within each 2 weeks period) beginning Monday, June 28, 2021
- 100% in-person attendance beginning Monday, August 2, 2021

Vice presidents and their divisional managers will continue to have the flexibility to schedule staff on a rotational basis so that physical distancing is maintained, to the extent possible, and to minimize the impact on a particular department should individuals test positive for COVID-19. In addition, those who have medical accommodations will continue to work with the Office of Human Resources and their supervisor on the applicability of that accommodation as the phased return to work proceeds forward and vaccination becomes increasingly available. Note that the Office of Human Resources is expected to return to [pre-COVID-19 accommodation](#) review and processing for the fall 2021 semester.

All higher education faculty and staff became eligible for vaccination against COVID-19 on April 5, 2021. Many faculty and staff already have received the vaccine based on their own personal qualifications through various providers. Shortly, we will launch a portal through Medicaat, the same provider as the student portal, allowing faculty and staff to voluntarily provide information on their vaccination status. The Equal Employment Opportunity Commission has provided [guidance](#) to employers stating that mandating vaccination is allowed. Given this option, the Pandemic Recovery Steering Committee will begin a discussion to consider the merits of mandatory vaccinations of both NJIT students and staff.

As we guide the university back to this new normal, NJIT will continue to use the three pillars of our Pandemic Recovery Plan - adherence to governmental mandates, reliance on guidance of health experts and agencies, and our own collective informed judgement. All other provisions of our plan, including but not limited to mandatory face coverings and social distancing to the extent possible, will remain in place for the near future. Our Pandemic Recovery Plan has served us well. Similarly, guidance for resuming a vibrant NJIT community will be communicated in the coming days which will serve as the framework for ensuring a safe and meaningful experience for all as we fully return to campus for fall 2021.

Stay well,

Andrew P. Christ, PE
Sr. Vice President
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